

Charity registration number 1168264 (England and Wales)

Company registration number 10098116

SMART WORKS BIRMINGHAM
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

SMART WORKS BIRMINGHAM

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SMART WORKS BIRMINGHAM

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) FOR THE YEAR ENDED 31 MARCH 2025

The Trustees, who are also the directors of the charity for the purposes of the Companies Act, present their annual report together with the accounts of Smart Works Birmingham in the year ended 31 March 2025.

The accounts have been prepared in accordance with the accounting policies set out on pages 11 to 12 and comply with the charity's governing document, applicable laws and the requirements of Statement of Recommended Practice on 'Accounting and Reporting by Charities' issued in 2019.

Objectives and activities

Smart Works Birmingham provides both careers coaching and interview coaching, as well as high quality interview clothes and styling advice to unemployed women. We give women the confidence, self-belief and practical tools they require to succeed at interview and start a new chapter of their life.

The charity's objectives are the relief of financial hardship and the relief of unemployment for the public benefit through the promotion of economic independence among women in Birmingham and the surrounding area. To deliver this, Smart Works Birmingham was incorporated in 2016 with a clear mission and vision to help more women back into the workplace by giving them the clothes and the confidence they need to succeed at job interview. Smart Works Birmingham is part of a network of eight charities that deliver the Smart Works Charity service in their area.

At the core of our service is a two-hour Interview Dressing and Preparation appointment, during which each woman receives a complete outfit of high-quality clothes and accessories (theirs to keep) and tailored one-to-one interview coaching. This deceptively simple, short intervention has a significant impact as our clients start believing in their own ability to succeed. Once they get the job, we offer clients a Second Dressing for more clothing, to provide a working wardrobe to see them through to their first pay cheque.

In addition to the core service, for unemployed women who have not yet secured a job interview, we deliver career coaching sessions to offer support and skills to gain interviews. This may be around CV preparation, job application and/or sector/roles that match their skills. This aspect of our service has seen high growth in recent years as the job market has become more difficult.

As part of the Smart Works Group, our strategic focus is to deliver our core dressing and interview coaching service to the best possible standard across the UK and to take it to more locations so that any woman who needs our support can come to Smart Works. In the face of the cost-of-living crisis, the value of securing a job has never been greater. Our support is needed now more than ever. This year we completed our three-year plan, which set a target of reaching 10,000 women per year, as well as enhancing other aspects of our service delivery. Key impact data is as follows:

- 10,683 women supported in 2024/25 alone
- 12 centres delivering services across the UK
- 67% of clients secure a job within one month of their appointment
- 94% report increased confidence after engaging with Smart Works
- 56% of our clients are from an ethnic minority background
- 16% of our clients have a disability
- 49% of our clients are parents
- 59% of our clients are age 25-29
- 43% of our clients under the age of 30, reflecting the need across the West Midlands

Our key performance indicators are the number of women that we help, and the proportion of those women who secure employment after their visit to a Smart Works centre.

SMART WORKS BIRMINGHAM

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Achievements and performance

Highlights

Smart Works Birmingham is incredibly proud of what has been achieved in its 9th year. Overall, Smart Works Birmingham has:

- Helped 877 unique beneficiaries on their journey to employment; and delivered 1051 total appointments.
- Delivered 719 Interview Dressing & Preparation appointments to unemployed women with secured job interviews.
- Delivered 139 career coaching appointments to unemployed women to help them make tangible steps towards securing an interview.
- Been grateful for the support of 87 volunteers in delivering the service.
- 69% of the women we helped before a job interview secured employment within a month of their visit
- Continued to reach women who face significant barriers to securing employment. Smart Works clients are mostly long-term unemployed and have experienced repeated rejections from multiple jobs:
 - 54% have been rejected from over 20 jobs, 29% have been rejected from over 50 jobs, 57% have been unemployed for over a year and 25% have been unemployed for over 5 years.
 - The majority are from communities facing multiple barriers to gaining employment: 49% are lone parents, 11% have a disability and 73% are from an ethnic minority.

In the fundraising and operational sides of our charity, we had other significant highlights which included:

- Our Smart Works Birmingham Ambassador, Scarlett Allen-Horton has been a constant advocate and supporter of SWB helping to raise awareness of the charity and the work that is delivered.
- SWB took the strategic decision to move to a much larger unit (within the same building) doubling our capacity for the delivery of the service. It has also allowed the SWB to consolidate all storage areas, coaching rooms and ancillary support areas of the service into one centralised facility. Allowing for more efficient and enhanced service delivery and improved communication between employees, volunteers and clients.

Corporate partnerships

- We have now developed and started to implement our strategy for contacting, nurturing and engaging potential corporate partners (which takes time). This will enhance our financial stability with the support of corporate partnerships. We also intend to recruit a new trustee with funding and partnership responsibility.

Financial review

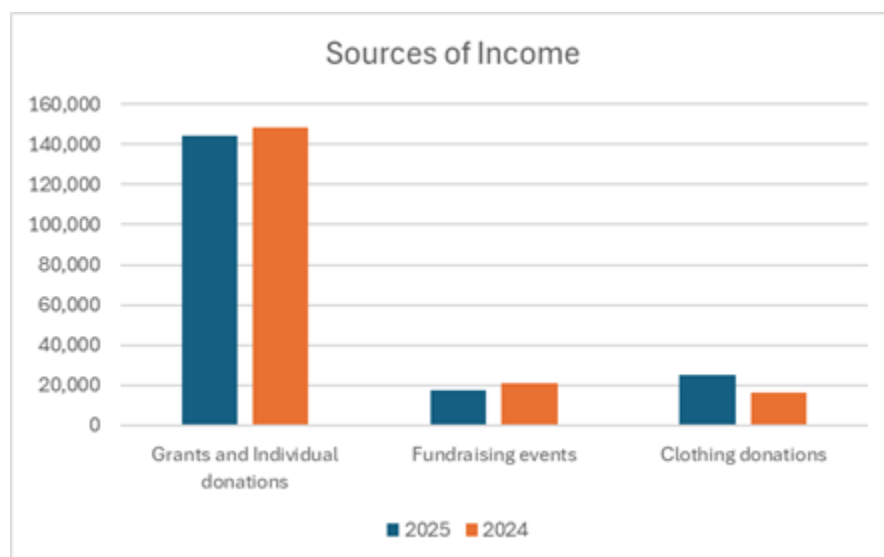
Total income for the period was £187,941 (2024: £185,884), made up substantially from grants and individual donations, and total expenditure was £217,430 (2024: £154,165) resulting in net expenditure of £29,489 (2024: net income £31,719).

There is a 1% increase in overall income which includes unrestricted income of £153,066 and restricted income of £34,875.

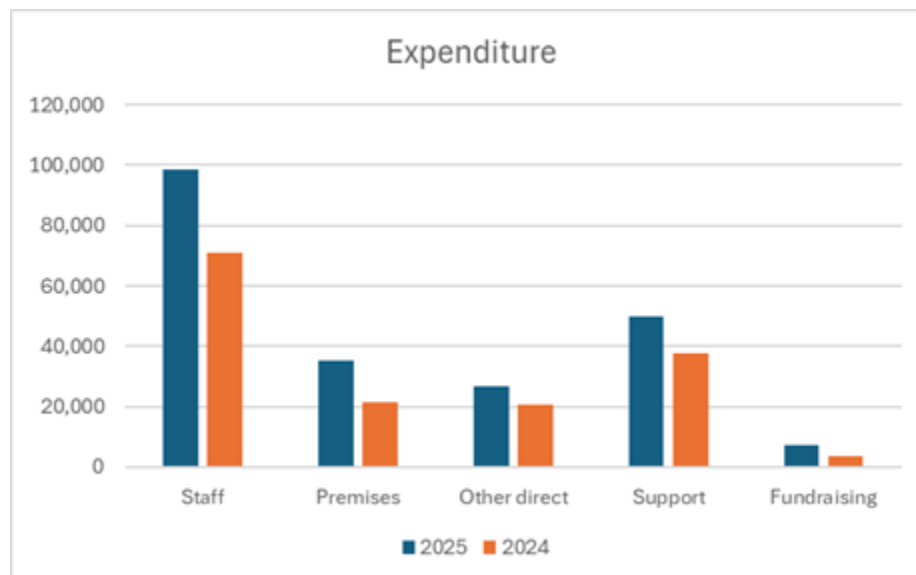
Grants and donations provide 77% of our total income and fundraising events and fashion sales raised 9% of our income.

SMART WORKS BIRMINGHAM

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025



Total expenditure for the period was £217,430 which is a 41% increase from last year, primarily due to salary increases within the Smart Works Birmingham team, resulting from a market review. In addition, premises' costs increased due to the relocation to larger premises. Our costs continue to be mainly for staff, premises and direct client services which together make up 75% of our overall costs. This investment in our internal resources has led to a small deficit this year.



Investment Policy

The Trustees, having regard to the liquidity requirements of operating the Charity and to the reserves policy, have operated a policy keeping available funds in interest-bearing deposit accounts.

Reserves Policy

The Trustees have considered the requirement for free reserves, i.e. those unrestricted funds not designated for specific purpose or otherwise committed. It has been determined that, given the nature of the charity's work, the level of free reserves should be equivalent to 3 to 6 months of annual expenditure. This provides sufficient flexibility to cover any temporary shortfall in income and will allow the charity to cope and respond immediately to a reasonable range of unforeseen adverse circumstances prior to specific remedial plans being implemented. The free reserves of £89,509 meets this requirement.

SMART WORKS BIRMINGHAM

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Structure, governance and management

Governance

Smart Works Birmingham and its Trustees are bound by the Memorandum and Articles of Association. The names of the Trustees who served during the period are set out in the Legal and Administrative Section.

Smart Works Charity is the sole member of Smart Works Birmingham. Smart Works Birmingham has been granted a license to operate by Smart Works Charity and it has the same objectives and similar activities as the parent company.

Recruitment and Appointment of new Trustees

Regular reviews are undertaken to assess the skills of the current Trustees and identify any areas for strengthening. New Trustees are appointed by the existing Trustees and their appointment is approved by the Smart Works Charity Board.

Induction and Training of new Trustees

New Trustees are provided with an induction to familiarise themselves with the charity and the not-for profit sector. They are briefed on their responsibilities by the existing Trustees. New Trustees are also referred to the Charity Commission's guide 'The Essential Trustee'. Smart Works Charity shares a Trustee Welcome Pack with all Smart Works Trustees when they join the charity, setting out roles, responsibilities and the structure of Smart Works both locally and nationally. These resources are available under the dedicated Trustee section of our internal portal for tools and resources along with other useful guides and videos. Trustees also undertake training as part of their role, including on Equity Diversity and Inclusion.

Organisational Structure and Decision-Making

The Trustees review and approve all policies, and follow a strategy set in the business plan, in line with the wider strategy set by Smart Works Charity. The Trustees meet at least quarterly throughout the year and will have an annual session to update and revise the strategy.

Management

The day-to-day management of Smart Works Birmingham is undertaken by the Centre Manager and overseen by the Chair and Board of Trustees. Resources, infrastructure and support is provided by Smart Works Charity on finance, people, partnerships, operations and communications.

Pay Policy for Key Management Personnel

All Trustees give their time freely and no Trustee received remuneration in the year.

The pay of staff is reviewed annually. The Trustees benchmark pay against pay levels in other similarly sized charities and other Smart Works centres.

Risk Management

The Trustees regularly review the major risks to which the charity is exposed, in particular those relating to governance, operations, finance, HR, compliance and external factors. The centre maintains a risk register that is reviewed by the board on a regular basis.

Relationships with Related Parties

Smart Works Charity is the sole member of Smart Works Birmingham.

Policies

Policies for all relevant areas are maintained by Smart Works Charity, including Safeguarding Vulnerable Adults, Safeguarding Children, Anti-Bribery and Fraud, Anti-Harassment & Bullying, Compassionate Leave, Complaints, Conflict of Interest, Data Protection, Disciplinary, Environmental, Equality, Flexible Working, Grievance, Health & Safety, Lone Working, Maternity, Paternity, Parental Leave, Privacy, Redundancy, Risk Management, Shared Parental Leave, Sickness Absence & Capability, Travel & Expenses and Whistleblowing. A Staff Handbook is made available to staff and includes a summary of all these policies.

SMART WORKS BIRMINGHAM

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

Volunteers

The Trustees are grateful for the invaluable contribution of those who give their time voluntarily to deliver across roles in dressing, coaching, wardrobe management and administration. We have over 80 active volunteers with a very high retention rate and an ongoing recruitment process to bolster numbers. Our volunteers are one of our greatest assets, they are all totally dedicated and play an enormous role in delivering our dressing and coaching services.

Public Benefit

The Trustees have read and complied with the guidance contained in the Charity Commission's general guidance on public benefits when reviewing our aims and objectives and in planning our future activities. Our achievements above demonstrate how we have fulfilled this requirement during the year. In preparing this report, the Trustees have taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

Future Plans

Delivering our Three Year Plan by 2025

On the 1st April 2022, Smart Works Birmingham began the first year of an ambitious ThreeYear Plan as part of the Smart Works Group in response to a significant increase in need for the service provided in our area. This plan is now complete and extensive consultation has supported the development of the new three year plan, which will be launched in 2025, building on the success of our impactful model.

The cost-of-living crisis has had a devastating impact on the women we serve and the expansion of our service has never been more urgent. The job market is worsening for the women we serve, who are applying for an average of 38 roles without success, up from 22 in 2022.

The new strategic plan is focused on the following five ambitions:

Strategic Priority	Aim
Reach more women	We aspire to ensure every woman who could benefit from Smart Works can access our service.
A trusted, 'go to' service	We aim to be nationally recognised as the leading service for unemployed women.
For every woman, at any stage	We recognise that women need different kinds of support at different points in their working lives.
Raise Our Voice	We will use our voice to influence public discourse and policy around women's unemployment.
Strengthen Our Foundations	We will build the infrastructure, culture, and funding model needed for sustainable growth, grounded in equitable practices and continuous improvement.

To achieve these aims in our area, we will focus our outreach attention in four areas of need particularly pertinent to the Birmingham/West Midlands context:

- Support young people 16-30yrs, for example through the development of online resources such as career tips with the appropriate voice.
- Women with disabilities through areas including staff awareness training and partnering with disability-inclusive employers to create job placement opportunities.

SMART WORKS BIRMINGHAM

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

- BAME community, for example through offering coaching that respects different cultural backgrounds and employment barriers.
- Offending backgrounds to include working with HMP Foston Hall and HMP Drake Hall, delivering coaching to help women identify their strengths, interests and realistic job opportunities post release.

We will also continue to:

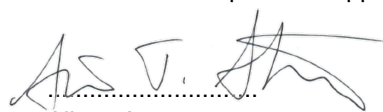
- Nurture local corporate relationships recently identified following focused activity with a view to securing long term engagement and financial support to SWB.
- Research funding opportunities that are focused on the four areas of operational focus.

Equity, Diversity & Inclusion

In June 2023, Smart Works launched a new group-wide Equity, Diversity & Inclusion strategy. The strategy set-out a framework for how all Smart Works centres will nurture a culture of diversity and inclusivity. Over the last year, Smart Works has delivered important initiatives to progress this work. This includes training for staff, trustees and volunteers, demographic data collection across our internal community, and the launch of a Client Champion programme where former clients become ambassadors for the charity.

We want Smart Works to be a place where everyone feels accepted, valued and able to thrive - whether they are staff, volunteers, trustees, partners, supporters, or our clients. Smart Works Birmingham is committed on implementing this strategy locally and creating a more inclusive and equitable future for every member of the Smart Works community.

The Trustees' report was approved by the Board of Trustees.



Alison Armstrong
Trustee



Fay Ashwell
Trustee

Date: 14th November 2025

SMART WORKS BIRMINGHAM

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF SMART WORKS BIRMINGHAM

I report to the Trustees on my examination of the financial statements of Smart Works Birmingham (the Charity) for the year ended 31 March 2025.

Responsibilities and basis of report

As the Trustees of the Charity (and also its directors for the purposes of company law), you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006.

Having satisfied myself that the financial statements of the Charity are not required to be audited under Part 16 of the Companies Act 2006 and are eligible for independent examination, I report in respect of my examination of the Charity's financial statements carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the Charity as required by section 386 of the Companies Act 2006.
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the Companies Act 2006 other than any requirement that the financial statements give a true and fair view, which is not a matter considered as part of an independent examination; or
- 4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.



Gary Pready FCA

Gravita Audit Oxford LLP

First Floor, Park Central
40-41 Park End Street
Oxford
OX1 1JD
Date: 28/11/2025.....

SMART WORKS BIRMINGHAM

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

		Unrestricted funds general 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds general 2024 £	Unrestricted funds Designated 2024 £	Restricted funds 2024 £	Total 2024 £
	Notes							
Income from:								
Donations and legacies	3	134,548	34,875	169,423	116,976	-	47,425	164,401
Other trading activities	4	17,553	-	17,553	20,919	-	-	20,919
Investments	5	965	-	965	564	-	-	564
Total income		<u>153,066</u>	<u>34,875</u>	<u>187,941</u>	<u>138,459</u>	<u>-</u>	<u>47,425</u>	<u>185,884</u>
Expenditure on:								
Raising funds	6	7,154	-	7,154	3,651	-	-	3,651
Charitable activities	7	153,421	56,855	210,276	117,559	-	32,955	150,514
Total expenditure		<u>160,575</u>	<u>56,855</u>	<u>217,430</u>	<u>121,210</u>	<u>-</u>	<u>32,955</u>	<u>154,165</u>
Net income/(expenditure) and movement in funds		<u>(7,509)</u>	<u>(21,980)</u>	<u>(29,489)</u>	<u>17,249</u>	<u>-</u>	<u>14,470</u>	<u>31,719</u>
Reconciliation of funds:								
Fund balances at 1 April 2024		97,018	37,942	134,960	49,769	30,000	23,472	103,241
Fund balances at 31 March 2025		<u>89,509</u>	<u>15,962</u>	<u>105,471</u>	<u>67,018</u>	<u>30,000</u>	<u>37,942</u>	<u>134,960</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

SMART WORKS BIRMINGHAM

BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	£	2024 £	£
Fixed assets					
Tangible assets	12		13,372		-
Current assets					
Stocks	13	15,962		17,942	
Debtors	14	12,837		4,244	
Cash at bank and in hand		85,060		140,759	
		113,859		162,945	
Creditors: amounts falling due within one year	15	(21,760)		(27,985)	
Net current assets			92,099		134,960
Total assets less current liabilities			105,471		134,960
The funds of the Charity					
Restricted income funds	17	15,962		37,942	
Unrestricted funds - general	18	89,509		67,018	
Unrestricted funds - Designated		-		30,000	
		105,471		134,960	

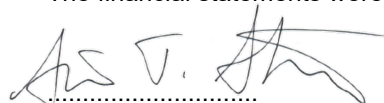
The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2025.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 14th November 2025



Alison Armstrong
Trustee



Hay Ashwell
Trustee

Company registration number 10098116 (England and Wales)

SMART WORKS BIRMINGHAM

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

Charity information

Smart Works Birmingham is a charitable company incorporated in England and Wales. The registered office is 321 Bradford St, Digbeth, Birmingham, B5 6ET.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The Charity is a Public Benefit Entity as defined by FRS 102.

The Charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the Charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the Charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Donated stock for dressing clients is recognised in the financial statements when the goods and services are received by the charity and their value can be measured with reasonable accuracy. The value placed on these resources is their value to the charity. The trustees consider it impractical to measure the value of volunteer help and consequently, as permitted by the SORP, their value is not recognised in the financial statements but is described in the trustees' annual report.

SMART WORKS BIRMINGHAM

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

(Continued)

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures and fittings	20% on a Straight Line Basis
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The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Stocks

The cost of donated dressing stock for distribution to beneficiaries is valued at fair value, which has been estimated by the trustees.

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

SMART WORKS BIRMINGHAM

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

2 Critical accounting estimates and judgements

In the application of the Charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The Trustees consider depreciation to be the main accounting estimate.

3 Donations

	Unrestricted funds general 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds general 2024 £	Restricted funds 2024 £	Total 2024 £
Dressing stock donations	-	25,380	25,380	-	16,340	16,340
Grants and individual donations	134,548	9,495	144,043	116,976	31,085	148,061
	<u>134,548</u>	<u>34,875</u>	<u>169,423</u>	<u>116,976</u>	<u>47,425</u>	<u>164,401</u>

4 Income from other trading activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Non-charitable trading activities	2,450	2,240
Fundraising events	13,987	13,423
Other income	1,116	5,256
Other trading activities	<u>17,553</u>	<u>20,919</u>

5 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	<u>965</u>	<u>564</u>

SMART WORKS BIRMINGHAM

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

6 Raising funds

	Unrestricted funds general 2025 £	Unrestricted funds general 2024 £
Fundraising and publicity		
Staging fundraising events	4,319	427
Fundraising costs	2,835	3,224
	<u>7,154</u>	<u>3,651</u>

7 Expenditure on charitable activities

	Charitable activities 2025 £	Charitable activities 2024 £
Direct costs		
Staff costs	95,416	66,948
Travel and substinence	2,993	3,767
Premises related to direct expenditure	35,132	21,279
Other direct expenditure	26,875	20,767
Staff training and welfare	-	199
Office and general costs	1,424	1,663
	<u>161,840</u>	<u>114,623</u>
Share of support and governance costs (see note 8)		
Support	47,614	34,967
Governance	822	924
	<u>210,276</u>	<u>150,514</u>
Analysis by fund		
Unrestricted funds - general	153,421	117,559
Restricted funds	56,855	32,955
	<u>210,276</u>	<u>150,514</u>

SMART WORKS BIRMINGHAM

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

8 Support costs allocated to activities

	2025 £	2024 £
Staff costs	40,892	28,697
Recruitment, staff training and welfare	1,283	86
Premises related support costs	2,795	2,364
Administrative support costs	2,644	3,820
Governance costs	822	924
	<u>48,436</u>	<u>35,891</u>
Analysed between:		
Charitable activities	<u>48,436</u>	<u>35,891</u>

Governance costs includes payments to the independent examiners of £700 + VAT (2024: £650) for Independent Examination fees.

The fee for the accounts preparation of £1,750 + VAT (2024: £1,600 + VAT) due to the independent examiners is being paid for by the parent charity.

9 Trustees

None of the Trustees (or any persons connected with them) received any remuneration or benefits from the Charity during the year (2024: £nil).

10 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
	<u>4</u>	<u>3</u>
Employment costs	2025 £	2024 £
Wages and salaries	124,184	87,293
Social security costs	9,169	6,799
Other pension costs	2,955	1,553
	<u>136,308</u>	<u>95,645</u>

There were no employees whose annual remuneration was more than £60,000.

SMART WORKS BIRMINGHAM

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

10 Employees

(Continued)

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2025 £	2024 £
Aggregate compensation	73,500	68,904

Under the terms of the Charities SORP, the trustees, the Centre Manager and the Fundraising Partnerships Manager are recognised as key management personnel. The aggregate employee benefits (including employer pension and National Insurance contributions) received by the key management personnel are shown above.

11 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

12 Tangible fixed assets

	Fixtures and fittings £
Cost	
At 1 April 2024	1,280
Additions	16,715
At 31 March 2025	17,995
Depreciation and impairment	
At 1 April 2024	1,280
Depreciation charged in the year	3,343
At 31 March 2025	4,623
Carrying amount	
At 31 March 2025	13,372
At 31 March 2024	-

13 Stocks

	2025 £	2024 £
Dressing Stock	15,962	17,942

SMART WORKS BIRMINGHAM

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

14 Debtors

	2025	2024
	£	£
Amounts falling due within one year:		
Prepayments and accrued income	12,837	4,244

15 Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	7,962	55
PAYE & NI	3,752	2,987
Accruals and deferred income	10,046	24,943
	21,760	27,985

16 Retirement benefit schemes

	2025	2024
	£	£
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	2,955	1,553

The Charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the Charity in an independently administered fund.

SMART WORKS BIRMINGHAM

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

17 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	Movement in funds			Movement in funds			
	Balance at 1 April 2023	Incoming resources	Resources expended	Balance at 1 April 2024	Incoming resources	Resources expended	Balance at 31 March 2025
	£	£	£	£	£	£	£
Dressing Stock	23,472	16,340	(21,870)	17,942	25,380	(27,360)	15,962
Career Coaching (National Lottery)	-	8,280	(8,280)	-	6,480	(6,480)	-
Career Coaching (Bank of America)	-	2,805	(2,805)	-	3,015	(3,015)	-
National Lottery	-	20,000	-	20,000	-	(20,000)	-
	<u>23,472</u>	<u>47,425</u>	<u>(32,955)</u>	<u>37,942</u>	<u>34,875</u>	<u>(56,855)</u>	<u>15,962</u>

The dressing stock fund represents donations received for the specific purpose of providing beneficiaries with clothing for interview.

Career Coaching (National Lottery) is a grant for core costs (collected via Smart Works Charity).

Career Coaching (Bank of America) is a grant for core costs (collected via Smart Works Charity).

National Lottery Community Fund (collected via Smart Works Charity) is a grant for core costs.

18 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2024	Incoming resources	Resources expended	Transfers	At 31 March 2025
	£	£	£	£	£
Birmingham Centre (Designated)	30,000	-	(30,000)	-	-
General funds	67,018	153,066	(130,575)	-	89,509
	<u>97,018</u>	<u>153,066</u>	<u>(160,575)</u>	<u>-</u>	<u>89,509</u>

SMART WORKS BIRMINGHAM

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

18 Unrestricted funds

(Continued)

Previous year:	At 1 April 2023 £	Incoming resources £	Resources expended £	Transfers £	At 31 March 2024 £
Birmingham Centre (Designated)	-	-	-	30,000	30,000
General funds	79,769	138,459	(121,210)	(30,000)	67,018
	<u>79,769</u>	<u>138,459</u>	<u>(121,210)</u>	<u>-</u>	<u>97,018</u>

During the year the Charity completed the third year of its 3 year plan to support more women across Birmingham and has transferred all of the designated funds which had been set aside to support some of the associated additional expenditure.

19 Analysis of net assets between funds

	Unrestricted funds general 2025 £	Unrestricted funds Designated 2025 £	Restricted funds 2025 £	Total 2025 £
At 31 March 2025:				
Tangible assets	13,372	-	-	13,372
Current assets/(liabilities)	76,137	-	15,962	92,099
	<u>89,509</u>	<u>-</u>	<u>15,962</u>	<u>105,471</u>
	Unrestricted funds general 2024 £	Unrestricted funds Designated 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 March 2024:				
Current assets/(liabilities)	67,018	30,000	37,942	134,960
	<u>67,018</u>	<u>30,000</u>	<u>37,942</u>	<u>134,960</u>

20 Members' Liability

The company is limited by guarantee. The member of the company undertakes to contribute to the assets of the company, in the event of the same being wound up while they are a member, or within one year after they cease to be a member, for payment of the debts and liabilities of the company contracted before they ceased to be a member, and of the costs, charges and expenses of winding up such amount as may be required not exceeding £1. At the balance sheet date there was 1 member, Smart Works Charity.

SMART WORKS BIRMINGHAM

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

21 Operating lease commitments

At the reporting end date the Charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2025 £	2024 £
Within one year	24,816	5,000
Between two and five years (including a 6 month rolling break clause)	10,340	-
	<u>35,156</u>	<u>5,000</u>

Operating lease payments in the year were £24,000 (2024: £20,000).

22 Related party transactions

During the year the charity received aggregate donations of £29,515 (2024: £28,710) from Smart Works Charity, its immediate parent which are included within the results for the year. Additionally, the charity received £7,160 as reimbursements from Smart Works Charity, and paid £nil in reimbursements to Smart Works Charity.

The charity received aggregate donations of £450 (2024: £250) from two Trustees during the year, and reimbursed expenses of £186 (2024: £nil) to one Trustee during the year.

23 Control

The parent of the largest group in which these financial statements are consolidated is Smart Works Charity (Company number 03870671 and Charity Number 1080609) who is the sole member of this charity. Smart Works Charity has the same principal activity as this charity.

The address for Smart Works Charity is: Unit 1, Canonbury Yard 202-208 New North Road, Islington, London, England, N1 7BJ.

SMART WORKS BIRMINGHAM

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Alison Armstrong	
	Bernadette Coughlan	(Resigned 6 June 2025)
	Fay Ashwell	
	Schnel Hansen	(Resigned 6 June 2025)
	Kerry Postlewhite	(Resigned 3 May 2024)
	Danielle Owens	
	Holly Rankin	
	Raynee De Zoysa	
	Jenna Hyde	(Appointed 11 January 2025)
Charity number	1168264	
Company number	10098116	
Registered office	321 Bradford Street Birmingham United Kingdom B5 6ET	
Independent examiner	Gravita Audit Oxford LLP First Floor, Park Central 40-41 Park End Street Oxford OX1 1JD	
